



**DEPARTMENT OF THE ARMY**  
**UNITED STATES ARMY GARRISON MANNHEIM**  
**UNIT 29901**  
**APO AE 09086-9901**

IMEU-MAN-EO

5 July 2006

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT:** United States Army Garrison Mannheim Command Policy # 54, Prevention of Sexual Harassment

- 1. Reference.** AR 600-20, Army Command Policy.
- 2. Purpose.** To provide command policy regarding the prevention of sexual harassment.
- 3. Applicability.** This memorandum applies to all United States Army Garrison (USAG) Mannheim personnel.
- 4. Concept.** In accordance with AR 600-20, sexual harassment is unacceptable conduct on the part of anyone, regardless of grade or rank, and will not be tolerated in any form. All military and civilian employees have the right to work in an environment free of sexual harassment.
  - a. Sexual harassment is defined as follows in Chapter XIV, Code of Federal Regulations (29 CFR 1604.11): Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
    - (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or
    - (2) Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individuals, or
    - (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
  - b. I expect all military and civilian supervisors to take steps necessary to prevent sexual harassment from occurring, such as affirmatively raising the subject, expressing strong disapproval, developing appropriate sanctions, and informing employees of their rights and how to raise the issue of sexual harassment. Sexual harassment is a violation of Section 703, Title VII of the Civil Rights Act of 1964, as amended.

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Civilian personnel who engage in sexual harassment are subject to disciplinary actions. Military personnel who engage in sexual harassment are subject to adverse administrative action and to disciplinary action under the Uniform Code of Military Justice.

c. Individuals who are sexually harassed by supervisors, superiors, co-workers, or peers should make it clear such behavior is unwelcome and offensive. Such incidents should be reported to the appropriate supervisory level - the Equal Opportunity Advisor office for military, civilians and family members or the Equal Employment Opportunity office for Department of the Army civilians or any alternate agency listed in AR 600-20, Appendix E.

d. Sexual harassment creates conflict in the work place, degrades morale, and significantly lowers productivity. We must work together to ensure all personnel are treated fairly and with dignity.

5. The proponent for this policy memorandum is the USAG Mannheim Equal Opportunity Office, DSN 385-3055/CIV 0621-730-3055.

  
JEFFREY FLETCHER  
LTC, AG  
Commanding

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